

## TOPIC: The Effect of Injuries in the Workplace

**ACKNOWLEDGE:** Thank you for being here and participating in this safety talk. I know your time is valuable, so I will ensure every moment of this talk is worth your while (*make eye contact with the entire group*).

### Training Tips:

**Ask a lot of questions:** While delivering your Safety Talk, ask questions that ‘hook the mind’ and engage your participants. The simple act of asking questions is a High Impact Training technique!

**Raise a hand when asking questions:** Directed to your audience, you’ll often find that people are more willing to answer your questions and become active participants... try it out! Also, pause for a moment after asking a question; waiting for and encouraging responses from the group.

**Provide an example of a personal experience:** (or a recent news event) For instance: “A close friend of mine once \_\_\_\_\_”, or “Just last week \_\_\_\_\_”. This is a very effective method to help participants relate to your topic. It often helps them to realize: ‘*Yeah, this could affect me. I should listen to this.*’

**What’s In It For Me (WIIFM)?** I am here to deliver a brief safety talk on the effect that a workplace incident has on the injured worker, their co-workers, and the company itself...especially those that involve serious injuries. This is a very important subject as Manitoba has the highest 5-year lost-time injury rate in the country (2.76 injuries per 100 workers).

**ASK: How many time lost injuries do you think occurred in Manitoba in 2019? What about in Canada?** (*Wait for and encourage responses*)

**ANSWER:** In 2019, there were 12,871 time lost injuries in Manitoba, and 271,806 in Canada.

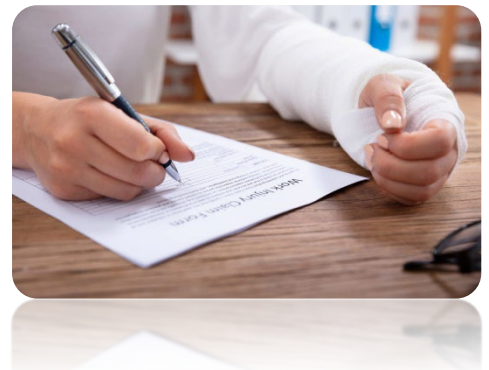
Keep in mind that these are only the REPORTED time lost injuries...the real number is unknown but it’s surely much higher than the number stated.

**ASK: Has anyone here ever had to take time off work due to an injury? How were you effected by it?** (*Wait for and encourage responses*)

- **If no one has, instead ask: What are some things you think of in regards to how an employee would be effected if they suffered a time lost injury?**

**POSSIBLE ANSWERS:** – Lost wages, inability to work, inability to do the things you love, pain and suffering, depression, trauma, health care costs, etc.

**STATE:** Besides the physical injury to the involved worker(s), there are many other negative effects that a workplace incident can have on the other workers and the business itself.



**ASK:** What do you think the effects are on the other workers? How would YOU be affected if you witnessed a \_\_\_\_\_? (Fill in the blank with an example that could occur at your workplace: fall, amputation, crushing, entanglement, etc.)

Some possible answers are:

- Helpless
- Regret
- You may feel less safe at work.
- You may not want to perform the task(s) that led to the other worker being hurt.
- You may quit your job all together.
- You may feel unsafe working with the injured worker when they get back.
- You might think the employer doesn't care about them or the other workers.
- You can have psychological damage or trauma, especially if they witnessed the incident or were involved in it.
- You may have to work longer hours to make up for the missing worker.
- You may need counselling depending on the severity of the incident.

**ASK:** What do you think the effects are on the employer/business? (Wait for and encourage responses)

Some possible answers are:

- WCB rate potentially goes up (if time-lost injury)
- Productivity decreases (timid workers)
- Workers may quit due to feeling unsafe.
- Workers may require counselling.
- Employee morale becomes low.
- May have to hire/train new workers, costing money and time.
- May have to face prosecution, involving expensive legal counsel(s).
- The workplace may be shut down for investigation by the province.
- Deadlines may be missed, resulting in fines or penalties.
- Loss of contracts and damage to reputation.



As you can see, the impact of a workplace incident goes far beyond the WCB implications for both the workers and the employer.



**Remember:** It is not only yourself that is effected by a workplace injury; your co-workers and employer are dramatically effected as well. Remember this when you are thinking of taking a shortcut, or some other form of not working safely. **There is no job or task that is worth endangering your safety or the safety of others for.** Take the extra time required to perform your work safely, as this will help ensure that you go home safe and healthy at the end of each work day!

**STATE:** If you have any questions regarding the topic discussed today, please let me know. If I don't have an answer for you now, I will direct your question to another individual, if you are comfortable with that. We want you to be safe and feel safe while at work!

**Facilitator, remember to:**

1. Ask for the commitment of your employees,
2. Answer all questions,
3. Thank them for their time and
4. Document that this safety talk occurred

**RECORD OF SAFETY TALK**  
**The Effect of Injuries in the Workplace**

<b>Company Name:</b>	<b>Work Location Dept.:</b>
<b>Talk Given by:</b>	<b>Date / Time:</b>

<b>Results of inspection, demonstration or other activity or suggestions during talk:</b>

<b>List of All Employees Who Attended the Safety Talk:</b>	
<b>Name (PRINT)</b>	<i>Signature</i>
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	
11.	
12.	
13.	
14.	
15.	
16.	
17.	
18.	
19.	
20.	

Signed: \_\_\_\_\_ Position Held: \_\_\_\_\_